

# Student Academic Achievement Committee (SAAC) Standardized Report Form

## INTRODUCTION

Program /Discipline Title: FITNESS TECHNICIAN (FITT) CERTIFICATE PROGRAM

Time Period: 2006-2007

Program Goals, objectives, and/or mission:

- 1) Prepare individuals for gainful employment as personal fitness trainers (PFT) in the health, wellness and fitness industry.
- 2) Prepare competent entry-level Personal Fitness Trainers in the cognitive (knowledge), psychomotor (skills) and affective (abilities) learning domains.
- 3) Prepare individuals to successfully sit for the National Strength and Conditioning Associations Certified Personal Trainer (NSCA-CPT) and the American College of Sports Medicine certified Personal Trainer (ACSM-cPT) certification exams.

Exit Competencies:

Upon completion of the FITT Certificate Program:

- The student will be able to assess an apparently healthy individual's physical fitness and health status based on industry standards.
- The student will be able to prescribe and properly and adequately implement an appropriate, periodized, goal-oriented exercise program based on industry standards.
- The student will demonstrate a high degree of readiness to take and successfully pass the National Strength and Conditioning Association Certified Personal Trainer (NSCA-CPT) and American College of Sports Medicine certified Personal Trainer (ACSM-cPT) certification exams by successfully completing curricular assignments and written and practical examinations based on the NSCA's "*Job Analysis Task List*" and the ACSM's "*Knowledge, Skills and Abilities*".
- The student will be able to develop a business plan to start a sole proprietorship, small business as an independently contracted personal fitness trainer.
- The student will demonstrate appropriate work-related behaviors as identified by the Secretary's Commission on Achieving Necessary Skills (SCANS) and professional ethical behaviors as they relate to the field of personal fitness training.

Core Competencies:

Not Applicable.

**RESULTS**

Introduction and discussion of assessment efforts:

The FITT Academic Achievement Improvement Plan is in its tenth year and is addressed via the Plan-Do-Study-Act (PDSA) Cycle that begins every fall term and ends with the completion of the following summer term. This academic cycle follows one FITT cohort from first term through graduation

Assessment Plan (Who, what, when and how assessment took place):

All exit competencies are measured with multiple tools with the final results reported using rubrics.

<b>EXIT COMPETENCY</b>	<b>MEASUREMENT TOOLS</b>	<b>COURSES IN WHICH EXIT COMPETENCY<sup>1</sup> IS PRESENTED &amp;/OR MEASURED:</b>
<p>1) The student will be able to assess an apparently healthy individual’s physical fitness and health status based on industry standards.</p>	<ul style="list-style-type: none"> <li>• Pre/Post-Test</li> <li>• Pre-Certification Exam</li> <li>• Comprehensive Case Scenario Exam</li> <li>• Certification Exam</li> <li>• Business Plan</li> <li>• Sports Safety Results</li> <li>• Comprehensive Practical Exam</li> <li>• Kinesiology Practical Exam</li> <li>• FITT Field Experience Surveys</li> <li>• Alumni Focus Group</li> <li>• Employer Focus Group</li> <li>• Periodized Program Design</li> </ul>	<ul style="list-style-type: none"> <li>• FITT 1503 (199)</li> <li>• FITT 2492 (201)</li> <li>• FITT 1010 (209)</li> <li>• FITT 1071 (211)</li> <li>• FITT 1570 (225)</li> <li>• FITT 1072 (277)</li> <li>• FITT 1572 (289)</li> <li>• FITT 1575 (290)</li> <li>• FITT 1098 (298)</li> </ul>

<sup>1</sup> All exit competencies are based on the following industry standards: 1) the “Job Analysis Task List” of the National Strength and Conditioning Association Certified Personal Trainer certification exam; 2) the “Knowledge, Skills and Abilities” of the American College of Sports Medicine certified Personal Trainer certification exam; 3) the “Basic Exercise Standards & Guidelines” of the Aerobics & Fitness Association of America Primary Certification for group fitness leaders.

SAAC STANDARDIZED REPORT FORM

<p>2) The student will be able to prescribe and properly and adequately implement an appropriate, periodized, goal-oriented exercise program based on industry standards.</p>	<ul style="list-style-type: none"> <li>• Pre/Post-Test</li> <li>• Pre-Certification Exam</li> <li>• Comprehensive Case Scenario Exam</li> <li>• Certification Exam</li> <li>• Comprehensive Practical Exam</li> <li>• Kinesiology Practical Exam</li> <li>• FITT Field Experience Surveys</li> <li>• Alumni Focus Group</li> <li>• Employer Focus Group</li> <li>• Periodized Program Design</li> </ul>	<ul style="list-style-type: none"> <li>• FITT 2492 (201)</li> <li>• FITT 1010 (209)</li> <li>• FITT 1071 (211)</li> <li>• FITT 1570 (225)</li> <li>• FITT 1072 (277)</li> <li>• FITT 1572 (289)</li> <li>• FITT 1575 (290)</li> <li>• FITT 1098 (298)</li> </ul>
<p>3) The student will demonstrate a high degree of readiness to take and successfully pass the National Strength and Conditioning Association Certified Personal Trainer (NSCA-CPT) and American College of Sports Medicine certified Personal Trainer (ACSM-cPT) certification exams by successfully completing curricular assignments and written and practical examinations based on the NSCA's "<i>Job Analysis Task List</i>" and the ACSM's "<i>Knowledge, Skills and Abilities</i>".</p>	<ul style="list-style-type: none"> <li>• Pre/Post-Test</li> <li>• Pre-Certification Exam</li> <li>• Comprehensive Case Scenario Exam</li> <li>• Certification Exam</li> <li>• Business Plan</li> <li>• Sports Safety Results</li> <li>• Comprehensive Practical Exam</li> <li>• Kinesiology Practical Exam</li> <li>• Periodized Program Design</li> </ul>	<ul style="list-style-type: none"> <li>• FITT 1503 (199)</li> <li>• FITT 2492 (201)</li> <li>• FITT 1010 (209)</li> <li>• FITT 1071 (211)</li> <li>• FITT 1570 (225)</li> <li>• FITT 1072 (277)</li> <li>• FITT 1572 (289)</li> <li>• FITT 1575 (290)</li> </ul>
<p>4) The student will be able to develop a business plan to start a sole proprietorship, small business as an independently contracted personal fitness trainer.</p>	<ul style="list-style-type: none"> <li>• Pre/Post-Test</li> <li>• Pre-Certification Exam</li> <li>• Certification Exam</li> <li>• Business Plan</li> </ul>	<ul style="list-style-type: none"> <li>• FITT 1071 (211)</li> <li>• FITT 1572 (289)</li> </ul>

SAAC STANDARDIZED REPORT FORM

<p>5) The student will demonstrate appropriate work-related behaviors as identified by the Secretary's Commission on Achieving Necessary Skills (SCANS) and professional ethical behaviors as they relate to the field of personal fitness training.</p>	<ul style="list-style-type: none"> <li>• Business Plan</li> <li>• JCC Mock Interview</li> <li>• Comprehensive Practical Exam</li> <li>• Kinesiology Practical Exam</li> <li>• FITT Field Experience Surveys</li> <li>• Alumni Focus Group</li> <li>• Employer Focus Group</li> <li>• Business Plan</li> </ul>	<ul style="list-style-type: none"> <li>• FITT 2492 (201)</li> <li>• FITT 1071 (211)</li> <li>• FITT 1072 (277)</li> <li>• FITT 1572 (289)</li> <li>• FITT 1098 (298)</li> </ul>
--	---	---

Exit Competency Results:

**PRE-TEST RESULTS (2006-2007)**

Course*	# of students attempting	# passing	% passing
FITT 2492 (201)	37	1	3%(Mean=30.0%)
FITT 1010 (209)	37	1	3%(Mean=34.0%)
FITT 1071 (211)	37	11	30%(Mean=55.1%)
FITT 1570 (225)	37	1	3%(Mean=38.9%)
FITT 1072 (277)	37	0	0%(Mean=28.1%)
FITT 1572 (289)	37	1	3%(Mean=37.3%)
FITT 1575 (290)	37	1	3%(Mean=41.9%)

**POST-TEST RESULTS (2006-2007)**

Course*	# of students attempting	# passing	% passing
FITT 2492 (201)	Data not available		
FITT 1010 (209)	33	31	94%(Mean = 90.9%)
FITT 1071 (211)	30	29	97%(Mean = 88.7%)
FITT 1570 (225)	16	14	88%(Mean = 89.3%)
FITT 1072 (277)	30	28	93%(Mean = 90.3%)
FITT 1572 (289)	18	16	89%(Mean = 75.0%)
FITT 1575 (290)	17	17	100%(Mean=96.5%)

**\*Course content is as follows:**

- **FITT 2492 (201): Group Exercise Leadership Preparation**
- **FITT 1010 (209): Foundations of Exercise Science**
- **FITT 1071 (211): Business of Personal Fitness Training (and Employment Skills)**
- **FITT 1570 (225): Applied Nutrition for Sport and Exercise**
- **FITT 1072 (277): Kinesiology**
- **FITT 1572 (289): Fitness Assessment and Exercise Prescription**
- **FITT 1575 (290): Exercise Prescription for Special Populations**

**Instrument:** Pre-Certification Exam  
**Domain:** Cognitive  
**Proficiency:** Knowledge  
**Exit Competency:** 1, 2, 3, 4  
**Goal Score:** 70% pass rate/60% cut score

*American College of Sports Medicine's Health/Fitness Instructor*

<b>Class</b>	<b># of students attempting</b>	<b># passing</b>	<b>% passing *</b>
2006-2007	19	11	58% (Mean=62.8%)
2005-2006	15	6	40% (Mean=66.0%)
2004-2005	17	9	53% (Mean=60.2%)
2003-2004	15	12	80% (Mean=63.8%)
2002-2003	14	8	57% (Mean=59.4%)
2001-2002	19	14	74% (Mean=64.1%)
2000-2001	18	12	67% (Mean=68.5%)
1999-2000	12	10	84% (Mean=68.6%)
1998-1999	16	8	50% (Mean=60.8%)

**\*The ACSM (1999) reports a national passing rate of "approximately 50%".**

*National Strength and Conditioning Association's*

*Certified Personal Trainer*

<b>Class</b>	<b># of students attempting</b>	<b># passing</b>	<b>% passing</b>
2006-2007	19	13	68% (Mean=71.2%)
2005-2006	15	8	53% (Mean=67.4%)
2004-2005	17	12	71% (Mean=67.0%)
2003-2004	15	12	80% (Mean=65.5%)
2002-2003*	14	13	93% (Mean=79.9%)
2001-2002	19	17	89% (Mean=76.6%)
2000-2001	18	11	61% (Mean=70.1%)
1999-2000	12	11	92% (Mean=68.0%)
1998-1999	16	12	75% (Mean=66.3%)

**\*NSCA Certification Commission (2007) reports a national pass rate of 64.39% and 55.8% from 1996 through 2006.**

**Instrument:** Comprehensive Case Scenario Exam  
**Domain:** Cognitive  
**Proficiency:** Knowledge  
**Exit Competency:** 1, 2, 3  
**Goal Score:** 70% pass rate

Class	# of students attempting	# passing	% passing
2006-2007	17	10	59%(Mean=76.1%)
2005-2006	15	12	80% (Mean=79.2%)
2004-2005	16	11	69% (Mean=79.2%)
2003-2004	14	12	86% (Mean=85.5%)
2002-2003	15	9	60% (Mean=67.4%)
2001-2002	19	12	63% (Mean=73.7%)
2000-2001	19	13	69% (Mean=76.3%)
1999-2000	12	10	84% (Mean=80.8%)
1998-1999	16	15	94% (Mean=82.4%)

**Instrument:** Certification Exam  
**Domain:** Cognitive & Psychomotor  
**Proficiency:** Knowledge & Skill  
**Exit Competency:** 1, 2, 3, 4  
**Goal Score:** 80% pass rate

***American College of Sports Medicine***  
 Health/Fitness Instructor (ACSM H/FI)\*

Class	# of surveys returned	# passing, meeting or exceeding cut score	% passing or exceeding cut score
2006-2007	1	<ul style="list-style-type: none"> <li>1 passed written &amp; practical</li> </ul>	<ul style="list-style-type: none"> <li>100% passed written &amp; practical</li> </ul>
2005-2006	N/A		
2004-2005	N/A		
2003-2004	1 total	<ul style="list-style-type: none"> <li>1 passed written &amp; practical</li> </ul>	<ul style="list-style-type: none"> <li>100% passed written &amp; practical</li> </ul>
2002-2003	N/A		
2001-2002	N/A		
2000-2001	10 total	<ul style="list-style-type: none"> <li>8 passed written &amp; practical</li> <li>10 passed</li> </ul>	<ul style="list-style-type: none"> <li>80% passed written &amp; practical</li> <li>100% passed</li> </ul>

SAAC STANDARDIZED REPORT FORM

		written • 8 passed practical	written • 80% passed practical
1999-2000	8 total	• 4 passed written & practical • 7 passed written • 5 passed practical	• 50% passed written & practical • 88% passed written • 63% passed practical
1998-1999	1	1	100%

\*The ACSM (1999) reports a national passing rate of “approximately 50%”.

**American College of Sports Medicine**

certified Personal Trainer (ACSM-cPT)\*

Class	# of surveys returned	# passing, meeting or exceeding cut score	% passing or exceeding cut score
2006-2007	1	1	100%

**National Strength and Conditioning Association**

Certified Personal Trainer (NSCA-CPT)\*\*

Class	# of surveys returned	# passing, meeting or exceeding cut score	% passing or exceeding cut score
2006-2007	6	2	33%
2005-2006	9	8	89%
2004-2005	5	5	100%
2003-2004	7	6	86%
2002-2003*	5	4	80%
2001-2002	10	3	30%
2000-2001	2	2	100%
1999-2000	2	2	100%
1998-1999	1	1	100%

\*NSCA Certification Commission (2007) reports a national pass rate of 64.39% and 55.8% from 1996 through 2006.

**Aerobic and Fitness Association of America (AFAA)**

Primary Certification

For Group Exercise Leaders

Class	# of surveys returned	# passing, meeting or exceeding cut score	% passing or exceeding cut score
2006-2007	N/A		

SAAC STANDARDIZED REPORT FORM

2005-2006	N/A		
2004-2005	1	1	100%
2003-2004	1	1	100%
2002-2003	1	1	100%
2001-2002	9	8	89%
2000-2001	2	2	100%
1999-2000	N/A		
1998-1999	N/A		

American Council on Exercise (ACE)

Class	# of surveys returned	# passing, meeting or exceeding cut score	% passing or exceeding cut score
2006-2007	N/A		
2005-2006	3	3	100%
2004-2005	1	1	100%
2003-2004	1	1	100%
2002-2003	1	1	100%
2001-2002	N/A		
2000-2001	1	1	100%
1999-2000	2	2	100%
1998-1999	2	2	100%

**Instrument:** Comprehensive Practical Exam

**Domain:** Psychomotor

**Proficiency:** Skill

**Exit Competency:** 1, 2, 3, 5

**Goal Score:** 70% pass rate

Class	# of students attempting	# passing	% passing
2006-2007			
• Station 1*	17	15	88% (Mean=80.5%)
• Station 2**	17	15	88% (Mean=84.8%)
• Station 3***	17	9	53% (Mean=72.9%)
2005-2006			
• Station 1*	15	14	93% (Mean=87.3%)
• Station 2**	15	15	100% (Mean=89.1%)
• Station 3***	15	12	80% (Mean=82.8%)
2004-2005			
• Station 1*	16	13	81% (Mean=79.6%)
• Station 2**	16	13	81% (Mean=82.8%)
• Station 3***	16	8	50% (Mean=69.6%)
2003-2004			
• Station 1*	19	19	100%(Mean=87.0%)

SAAC STANDARDIZED REPORT FORM

• Station 2**	19	19	100%(Mean=89.4%)
• Station 3***	19	13	68% (Mean=75.4%)
2002-2003			
• Station 1*	13	13	100%(Mean=86.9%)
• Station 2**	13	13	100%(Mean=89.0%)
• Station 3***	13	11	85% (Mean=75.9%)
2001-2002			
• Station 1*	19	13	68% (Mean=75.6%)
• Station 2**	19	13	68% (Mean=79.2%)
• Station 3***	19	4	21% (Mean=58.6%)
2000-2001			
• Station 1*	20	9	45% (Mean=70.9%)
• Station 2**	20	8	40% (Mean=68.0%)
• Station 3***	20	1	5% (Mean=29.1%)
1999-2000	Data not available		
1998-1999	Data not available		

\*Body Composition, Flexibility, and Muscular Fitness Station

\*\*Preparation and Performance of Physical Work Capacity/Submaximal GXT Station

\*\*\*Case Scenario Station

**Instrument:** Kinesiology Practical Exam

**Domain:** Psychomotor

**Proficiency:** Skill

**Exit Competency:** 1, 2, 3, 5

**Goal Score:** 70% "Average" or "Above Average" rating\*

Class (n)	Above Average Gives proper and correct instructions and directions in terms of exercise activities.	Average Gives proper and correct instructions and directions in terms of exercise activities the vast majority of the time.	Below Average Some improper and incorrect instructions and directions given.	Poor Improper and incorrect instructions and directions given frequently bordering on negligence.
2006-2007 (n=31)	11 (35%)	9 (30%)	4 (13%)	7 (22%)
2005-2006 (n=27)	14 (52%)	9 (33%)	3 (11%)	1 (4%)

\*Descriptive categories based on evaluative rubrics.

**Instrument:** Periodized Program Design  
**Domain:** Cognitive  
**Proficiency:** Knowledge  
**Exit Competency:** 1, 2, 3  
**Goal Score:** 70% "Average" or "Above Average" rating\*

Class (n)	Above Average Prescribes appropriate, periodized exercise programs based on industry standards to address documented deficits and goals.	Average Prescribes appropriate exercise programs based on industry standards without fully utilizing appropriate periodization of training concepts.	Below Average A few questionable exercise program design models based on industry standards.	Poor Industry standards are not followed bordering on negligence.
2006-2007 (n=26)	6 (23%)	6 (23%)	4 (15%)	10 (39%)
2005-2006 (n=25)	6 (24%)	2 (8%)	10 (40%)	7 (28%)

\*Descriptive categories based on evaluative rubrics.

**Instrument:** Field Experience Supervisor Evaluation  
**Domain:** Cognitive, Psychomotor, Behavioral  
**Proficiency:** Knowledge, Skill, Work Related Behaviors  
**Exit Competency:** 1, 2, 3, 5  
**Goal Score:** Minimum response level required is 3 on a scale of 1 to 5.

#### TECHNICAL SKILLS

Question	# of surveys sent (returned)			Average response*		
	04-05	05-06	06-07	04-05	05-06	06-07
Demonstrates the knowledge, skills and behaviors required of a personal fitness trainer in the domains of exercise physiology, kinesiology	13(13)	19(18)	11(9)	4.2	4.3	4.3

SAAC STANDARDIZED REPORT FORM

and nutrition.						
Assesses the health status and physical fitness of an apparently healthy individual.	13(13)	19(16)	11(9)	3.8	4.1	4.3
Designs an appropriate, goal-oriented exercise program based on health/fitness assessment.	13(11)	19(17)	11(9)	4.4	4.3	4.3
Implements an effective exercise program with safe and adequate instruction in order to address the client's goals/needs.	13(12)	19(18)	11(9)	4.3	4.2	4.3

**WORK PLACE SKILLS**

Follows worksite rules and regulations.	13(13)	19(19)	11(11)	4.4	4.9	4.7
Demonstrates concern for time and energy, efficiency, productivity and quality of work.	13(13)	19(19)	11(11)	4.4	4.6	4.5
Decision making and problem solving.	13(13)	19(18)	11(11)	4.2	4.2	4.4
Responsibility.	13(13)	19(19)	11(11)	4.3	4.5	4.6
Self-management.	13(13)	19(19)	11(11)	4.2	4.4	4.5
Integrity/honesty.	13(13)	19(19)	11(11)	4.6	4.9	4.8
Customer service.	13(13)	19(19)	11(11)	4.5	4.8	4.8
Participates as a team member.	13(13)	19(19)	11(11)	4.5	4.7	4.6
Attendance.	13(13)	19(19)	11(11)	4.4	4.4	4.6

**OVERALL RATING**

Overall rating of personal fitness training technical and work place skills.	12(12)	19(19)	11(11)	4.3	4.3	4.6
--	--------	--------	--------	-----	-----	-----

\*Response level required is 3 on a scale of 1 to 5.

**Instrument:** Field Experience Client Evaluation  
**Domain:** Cognitive, Psychomotor, Behavioral  
**Proficiency:** Knowledge, Skill, Work Related Behaviors  
**Exit Competency:** 1, 2, 3, 5  
**Goal Score:** Minimum response level required is 3 on a scale of 1 to 5.

SAAC STANDARDIZED REPORT FORM

Question	# of surveys sent (returned)			Average response*		
	04-05	05-06	06-07	04-05	05-06	06-07
Maintains a friendly and helpful manner.	69(69)	97(97)	60(60)	4.6	4.6	4.6
Communicates clearly and effectively.	69(69)	97(97)	60(60)	4.4	4.5	4.3
Enthusiastic; keeps it interesting.	69(69)	98(98)	60(60)	4.4	4.6	4.2
Motivational.	69(68)	96(96)	60(59)	4.3	4.5	4.1
Attention to safety.	69(69)	97(96)	60(57)	4.5	4.6	4.4
Available for individual help.	69(69)	97(91)	60(55)	4.6	4.6	4.4
Clearly defines purpose of activities.	69(69)	99(97)	60(56)	4.4	4.3	4.3
Helps you meet your health/fitness goals.	69(69)	97(95)	60(56)	4.3	4.5	4.4
Overall rating of personal fitness trainer.	69(68)	97(96)	60(59)	4.4	4.5	4.4

\*Response level required is a 3 on a scale of 1 to 5.

**Instrument:** Graduating Student Survey  
**Domain:** Survey deals with student satisfaction with program  
**Proficiency:** outside the identified domains/proficiencies.  
**Exit Competency:** N/A  
**Goal Score:** Minimum response level required is 3 on a scale of 1 to 4.

Question	# of surveys sent (returned)		Average response*	
	05-06	06-07	05-06	06-07
Objectives of the program were clearly stated.	17(17)	17(17)	3.8	4.0
Presentation of materials was easy to understand.	17(17)	17(17)	3.7	3.9
Content was relevant and up-to-date.	17(16)	17(17)	3.9	3.9
Field Experience/Co-op instructors were good role models.	17(15)	17(15)	3.5	3.8
Textbooks used in courses were appropriate.	17(17)	17(17)	3.5	3.8
Course syllabi were easy to follow and understand.	17(17)	17(17)	3.7	3.9
Lab activities were effective in helping me develop knowledge and skills.	17(17)	17(17)	3.8	3.8

## SAAC STANDARDIZED REPORT FORM

Field Experience/Co-op activities were effective in helping me develop knowledge and skills.	17(17)	17(15)	3.6	3.5
Instructors were available and willing to assist with academic concerns.	17(17)	17(15)	3.9	4.0
The exams and lab practicals tested knowledge gained in the program.	17(17)	17(15)	3.9	3.9
The grades accurately reflected my progress in the program.	17(16)	17(15)	3.8	3.6
Lab equipment and supplemental learning materials were readily available.	17(17)	17(15)	3.5	3.9
Homework assignments helped me learn theory and practical information.	17(17)	17(15)	3.8	3.8
Program adequately prepared me for certification exams.	17(5)	17(3)	3.8	4.0
Courses were useful in acquiring CEUs for maintaining PFT certification.	17(3)	17(2)	4.0	4.0

\*Response level required is 3 on a scale of 1 to 4.

**Instrument:** Alumni Survey  
**Domain:** Cognitive, Psychomotor, Behavioral  
**Proficiency:** Knowledge, Skill, Work Related Behaviors  
**Exit Competency:** 1, 2, 3, 5  
**Goal Score:** Qualitative Data

In the past, the quantitative data collected from the Alumni Surveys has always showed a very high level of satisfaction among alumni of the FITT certificate program. Little, if any, information/data gathered from these surveys indicated possible changes to improve the program. With the goal of collecting more qualitative data from alumni of the FITT program, three alumni focus groups were held during the summer 2006 (200503) term. The following five "areas of improvement" were identified:

- 1) The need for National Academy of Sport Medicine (NASM) specific protocols for the evaluation of static and dynamic postures. Alumni indicated that this KSA was an important part of their duties at a major employer and field experience site of the FITT program.
- 2) The need to discuss in greater detail the psychology of exercise adherence above that presently taught in the program. Alumni indicated that this topic is the basis of a large number of questions for the ACSM-cPT certification exam.

- 3) It also became evident during these focus groups that students who graduated from the program with a straight “C” average were not passing the NSCA-CPT certification exam.
- 4) The need to move the FITT 1071: The Business of Personal Fitness Training course from first term to second term. Alumni agreed that the course is critical to the program but were concerned that they did not have “the background” to develop a comprehensive, viable business plan that early in the educational process. Moving the class to the second term would allow them to have a better understanding of the personal fitness training related services and products and how they relate to the needs of different target clients.
- 5) Related to area of improvement #4, alumni indicated that the rubric used to evaluate their business plans was not reflective of the time, effort and quality of their work which, in turn, did not fairly reflect on their grades for the FITT 1071 course.

**Instrument:** Employer Survey  
**Domain:** Cognitive, Psychomotor, Behavioral  
**Proficiency:** Knowledge, Skill, Work Related Behaviors  
**Exit Competency:** 1, 2, 3, 5  
**Goal Score:** Qualitative Data

In the past, the quantitative data collected from the Employer Surveys has always showed a very high satisfaction rate among employers of FITT certificate program graduates. Little, if any, information/data gathered from these surveys indicated possible changes to improve the program. With the goal of collecting more qualitative data from employers of FITT certificate program graduates, a number of employer contacts were made during the summer 2006 (200503) term. The following two “areas of improvement” were identified:

- 1) The need for National Academy of Sport Medicine (NASM) specific protocols for the evaluation of static and dynamic postures. The alumni focus groups also identified this as an “area of improvement”.
- 2) The need for field experience students to be better prepared to perform risk stratification of new clients during the initial consultation process.

**Instrument:** Sports Safety Results  
**Domain:** Cognitive & Psychomotor  
**Proficiency:** Knowledge & Skill  
**Exit Competency:** 2 & 4  
**Goal Score:** 90% pass rate

Class	# of students attempting	# passing	% passing
2006-2007	48	48	100%
2005-2006	52	52	100%
2004-2005	53	52	98%
2003-2004	13	13	100%

**Instrument:** Job Connection Center Mock Interview  
**Domain:** Behavioral  
**Proficiency:** Work Related Behaviors  
**Exit Competency:** 5  
**Goal Score:** 70% “Average” or “Above Average” rating\*

The student will demonstrate appropriate work-related behaviors as identified by the Secretary’s Commission on Achieving Necessary Skills (SCANS) as they relate to the field of personal fitness training.

Class (n)	Above Average	Average	Below Average	Poor
2006-2007	N/A			
2005-2006	N/A			
2004-2005 (n=35)	8 (23%)	7 (20%)	9 (26%)	11 (31%)

\*Descriptive categories based on evaluative rubrics.

**Instrument:** Business Plan  
**Domain:** Cognitive & Behavioral  
**Proficiency:** Knowledge & Work Related Behaviors  
**Exit Competency:** 1, 3, 4, 5  
**Goal Score:** 70% “Average” or “Above Average” rating\*

The student will be able to develop a business plan to start a sole proprietorship, small business as an independently contracted personal fitness trainer.

Class (n)	Above Average	Average	Below Average	Poor
2006-2007 (n=30)	3 (10%)	11 (37%)	6 (20%)	10 (33%)
2005-2006 (n=27)	14 (52%)	7 (26%)	4 (15%)	2 (7%)
2004-2005 (n=30)	2 (7%)	3 (10%)	7 (23%)	18 (60%)

\*Descriptive categories based on evaluative rubrics.

Core Competency Results:

Not applicable.

Discussion of changes in support of student learning for PAST year:

**PDSA CYCLE RESULTS  
2005-2006**

**ANALYSIS:**

**Problem Area:**

Exit competency #2 identifies that the students will develop an appropriate **periodized** exercise program based on industry standards. The number of students attaining that periodized portion of the exit competency at an “average” of “above average” level is 32%

**Goal:**

Improve the percent students achieving an “average” to “above average” level to that of 65%.

**Action Plan:**

Greater classroom emphasis as well as identifying the key components of a periodized program will be implemented in the FITT 209 and FITT 277 courses.

**Results:**

The percent students achieving an “average” to “above average” level increased from 32% to 46%.

**ANALYSIS:**

**Problem Area:**

Exit competency #3 specifically identifies that the FITT Certificate Program will prepare students to take and successfully pass the American College of Sports Medicine certified Personal Trainer (ACSM-cPT) certification exam by successfully completing curricular assignments and written and practical examinations based on the ACSM’s *“Knowledge, Skills and Abilities”*. This test is given in a CBT (computer based testing) format. Students enrolled in the CNM FITT Certificate Program are not given instruction as to what to expect with the CBT format since the instructor in said program has not had the opportunity to sit for that exam in that specific format.

**Goal:**

To prepare students for the ACSM-cPT exam by creating specific testing modules that simulate the CBT format.

**Action Plan:**

In the short term, the FITT Certificate Program instructor would need to sit for the ACSM-cPT exam in CBT format. Creating a CBT specific to the FITT program would be a long-term goal.

**Results:**

Request for financial support for the instructor to sit for the ACSM-cPT exam in CBT format was denied.

Discussion of changes in support of student learning for COMING year:

**PDSA CYCLE GOALS  
2006-2007**

**ANALYSIS:**

**Problem Area:**

According to the “FITT New Student Survey”, approximately 86% of new students entering the FITT certificate program did not have the BIO 1310/1392 required program prerequisite. This number is similar to the new students entering the FITT

certificate program during the 2005-2006 academic cycle.

**Goal:**

To ensure that all students entering the FITT certificate program are at least enrolled in BIO 1310/1392 by establishing a Learning Community between FITT 1010 and BIO 1310/1392. *(It should be noted that the establishment of this learning community was rejected by the HWPS Dean prior to the 2005-2006 academic cycle.)*

**Action Plan:**

- 1) Meet with, justify and seek approval from the HWPS Dean, the BIO Chairperson and the MSE Dean.
- 2) Meet with Learning Community Director for guidance.
- 3) Implement the Learning Community beginning fall 2008.

**Results:****ANALYSIS:****Problem Area:**

As identified in both the alumni and employer focus groups, there is a need to incorporate into the FITT certificate program the National Academy of Sport Medicine (NASM) specific protocols for the evaluation of static and dynamic postures. Both alumni and employers indicated that this KSA was an important part of their duties at work and field experience sites.

**Goal:**

To incorporate the National Academy of Sport Medicine (NASM) specific protocols for the evaluation of static and dynamic postures into the FITT 1072: Kinesiology course.

**Action Plan:**

- 1) Pursue continuing education for the lead instructor through the National Academy of Sport Medicine (NASM) for this specific training.
- 2) Implement this KSA into the FITT 1072: Kinesiology course beginning fall 2008.

**Results:****ANALYSIS:****Problem Area:**

As identified in the alumni focus groups, FITT 1071: The Business of Personal Fitness Training course needs to be moved from first term to second term. Alumni agreed that the course is critical to the program but were concerned that they did not have "the background" to develop a comprehensive, viable business plan that early in the educational process. Moving the class to the second term would allow them to have a better understanding of the personal fitness training related services and products and how they relate to the needs of different target populations.

**Goal:**

Move FITT 1071 from first term to second term beginning the fall 2008. This change should improve the students' ability to develop a business plan to start a sole proprietorship, small business as an independently contracted personal fitness trainer (technical exit competency #4).

**Action Plan:**

Present proposed change to the HWPS and College Curriculum Teams for approval and inclusion in the electronic version of the 2007-2009 Catalog.

**Results:**

SAAC STANDARDIZED REPORT FORM

Plans for assessment of all Core Competencies

Not applicable.

**DATA**

Exit Competency Rubrics:

**FITNESS TECHNICIAN CERTIFICATE PROGRAM  
TECHNICAL EXIT COMPETENCIES  
EVALUATION RUBRIC**

**EXIT COMPETENCY #1:** The student will be able to assess an apparently healthy individual's physical fitness and health status based on industry standards.

<b>ABOVE AVERAGE (4)</b>	<b>AVERAGE (3)</b>	<b>BELOW AVERAGE (2)</b>	<b>POOR (1)</b>
Utilizes appropriate evaluation tools to assess all four components of physical fitness as well as health status.	Evaluates all four components of physical fitness as well as health status but uses questionable evaluation tools.	Does not evaluate all four components of physical fitness or health status but utilizes appropriate evaluation tools.	Neither evaluates all four components of physical fitness nor health status and does not utilize appropriate evaluation tools.

**EXIT COMPETENCY #2:** The student will be able to prescribe and properly and adequately implement an appropriate, periodized, goal-oriented exercise program based on industry standards.

<b>ABOVE AVERAGE (4)</b>	<b>AVERAGE (3)</b>	<b>BELOW AVERAGE (2)</b>	<b>POOR (1)</b>
Prescribes appropriate, periodized exercise programs based on industry standards to address documented deficits and goals.	Prescribes appropriate exercise programs based on industry standards without fully utilizing appropriate periodization of training concepts.	A few questionable exercise program design models based on industry standards.	Industry standards are not followed bordering on negligence.

SAAC STANDARDIZED REPORT FORM

Gives adequate amounts of instruction and direction before, during, and after exercise bouts.	Gives adequate amounts of instruction and direction before, during, and after exercise bouts the vast majority of the time.	Does not give adequate amounts of instruction and direction before and/or after exercise.	Inadequate amounts of instruction and direction given before, during and after exercise bout bordering on negligence.
Gives proper and correct instructions and directions in terms of exercise activities.	Gives proper and correct instructions and directions in terms of exercise activities the vast majority of the time.	Some improper and incorrect instructions and directions given.	Improper and incorrect instructions and directions given frequently bordering on negligence.

**EXIT COMPETENCY #3:** The student will demonstrate a high degree of readiness to take and successfully pass the National Strength and Conditioning Association Certified Personal Trainer (NSCA-CPT) and American College of Sports Medicine certified Personal Trainer (ACSM-cPT) certification exams by successfully completing curricular assignments and written and practical examinations based on the NSCA’s “*Job Analysis Task List*” and the ACSM’s “*Knowledge, Skills and Abilities*”.

<b>ABOVE AVERAGE (4)</b>	<b>AVERAGE (3)</b>	<b>BELOW AVERAGE (2)</b>	<b>POOR (1)</b>
Demonstrates a high cognitive level understanding of the “ <i>Job Analysis Task List</i> ” of the National Strength and Conditioning Association Certified Personal Trainer and the “ <i>Knowledge, Skills</i>	Demonstrates a moderate cognitive level understanding of the “ <i>Job Analysis Task List</i> ” of the National Strength and Conditioning Association Certified Personal Trainer and the “ <i>Knowledge, Skills</i>	Demonstrates a low to moderate cognitive level understanding of the “ <i>Job Analysis Task List</i> ” of the National Strength and Conditioning Association Certified Personal	Demonstrates a low cognitive level understanding of the “ <i>Job Analysis Task List</i> ” of the National Strength and Conditioning

SAAC STANDARDIZED REPORT FORM

<p><i>and Abilities</i>” of the American College of Sports Medicine certified Personal Trainer certification exams. Possess enough understanding to successfully sit for/pass both exams.</p>	<p><i>and Abilities</i>” of the American College of Sports Medicine certified Personal Trainer certification exams. May not possess enough understanding to successfully sit for/pass both exams.</p>	<p>Trainer and the <i>“Knowledge, Skills and Abilities”</i> of the American College of Sports Medicine certified Personal Trainer certification exams. Does not possess enough understanding to successfully sit for/pass both exams.</p>	<p>Association Certified Personal Trainer and the <i>“Knowledge, Skills and Abilities”</i> of the American College of Sports Medicine certified Personal Trainer certification exams. Will not pass the NSCA-CPT certification exam.</p>
<p>Demonstrates a high psychomotor level understanding of the <i>“Job Analysis Task List”</i> of the National Strength and Conditioning Association Certified Personal Trainer and the <i>“Knowledge, Skills and Abilities”</i> of the American College of Sports Medicine certified Personal Trainer certification exams. Possess enough understanding to successfully sit for/pass both exams.</p>	<p>Demonstrates a moderate psychomotor level understanding of the <i>“Job Analysis Task List”</i> of the National Strength and Conditioning Association Certified Personal Trainer and the <i>“Knowledge, Skills and Abilities”</i> of the American College of Sports Medicine certified Personal Trainer certification exams. May not possess enough understanding to successfully sit for/pass</p>	<p>Demonstrates a low to moderate psychomotor level understanding of the <i>“Job Analysis Task List”</i> of the National Strength and Conditioning Association Certified Personal Trainer and the <i>“Knowledge, Skills and Abilities”</i> of the American College of Sports Medicine certified Personal Trainer certification exams. Does not</p>	<p>Demonstrates a low psychomotor level understanding of the <i>“Job Analysis Task List”</i> of the National Strength and Conditioning Association Certified Personal Trainer and the <i>“Knowledge, Skills and Abilities”</i> of the American</p>

SAAC STANDARDIZED REPORT FORM

	both exams.	possess enough understanding to successfully sit for/pass both exams.	College of Sports Medicine certified Personal Trainer certification exams. Will not pass the NSCA-CPT certification exam.
--	-------------	---	---

**EXIT COMPETENCY #4:** The student will be able to develop a business plan to start a sole proprietorship, small business as an independently contracted personal fitness trainer.

<b>ABOVE AVERAGE (4)</b>	<b>AVERAGE (3)</b>	<b>BELOW AVERAGE (2)</b>	<b>POOR (1)</b>
Develops a well-written document covering all eleven elements* of a business plan that clearly defines the goals of the business and outlines the methods for achieving those goals.	Develops a written document covering all eleven elements of a business plan that clearly defines the goals of the business and outlines the methods for achieving those goals with minor spelling and grammatical errors.	Develops a written document covering many of the eleven elements of a business plan that defines the goals of the business and outlines the methods for achieving those goals with minor spelling and grammatical errors. Not of quality to share with interested parties, e.g., financial backers.	Develops a written document covering some of the eleven elements of a business plan that defines the goals of the business and outlines the methods for achieving those goals with numerous spelling and grammatical errors. Not of quality to share with interested

SAAC STANDARDIZED REPORT FORM

			parties, e.g., financial backers.
--	--	--	---

\*The eleven components are as follows: 1) Mission Statement/Long Term Goal/Short Term Goal; 2) Services & Products; 3) Target Customer Description; 4) Hourly Fee Calculation; 5) Competition Description; 6) Business Name/Logo/Brochure; 7) Full Resume; 8) Marketing Strategies; 9) Business Location; 10) Legal Structure; 11) Financial Statements (Start-Up Costs).

**EXIT COMPETENCY #5:** The student will demonstrate appropriate work-related behaviors as identified by the Secretary’s Commission on Achieving Necessary Skills (SCANS) and professional ethical behaviors as they relate to the field of personal fitness training.

<b>ABOVE AVERAGE (4)</b>	<b>AVERAGE (3)</b>	<b>BELOW AVERAGE (2)</b>	<b>POOR (1)</b>
Demonstrates appropriate work-related behaviors as identified by the Secretary’s Commission on Achieving Necessary Skills (SCANS) and professional ethical behaviors as they relate to the field of personal fitness training.	Demonstrates many appropriate work-related behaviors as identified by the Secretary’s Commission on Achieving Necessary Skills (SCANS) and professional ethical behaviors as they relate to the field of personal fitness training. Minimal training needed to be successful employee.	Demonstrates some appropriate work-related behaviors as identified by the Secretary’s Commission on Achieving Necessary Skills (SCANS) and professional ethical behaviors as they relate to the field of personal fitness training. Significant training needed to be successful employee.	Poor work-related behaviors as identified by the Secretary’s Commission on Achieving Necessary Skills (SCANS) and professional ethical behaviors as they relate to employment in any field.

SAAC STANDARDIZED REPORT FORM

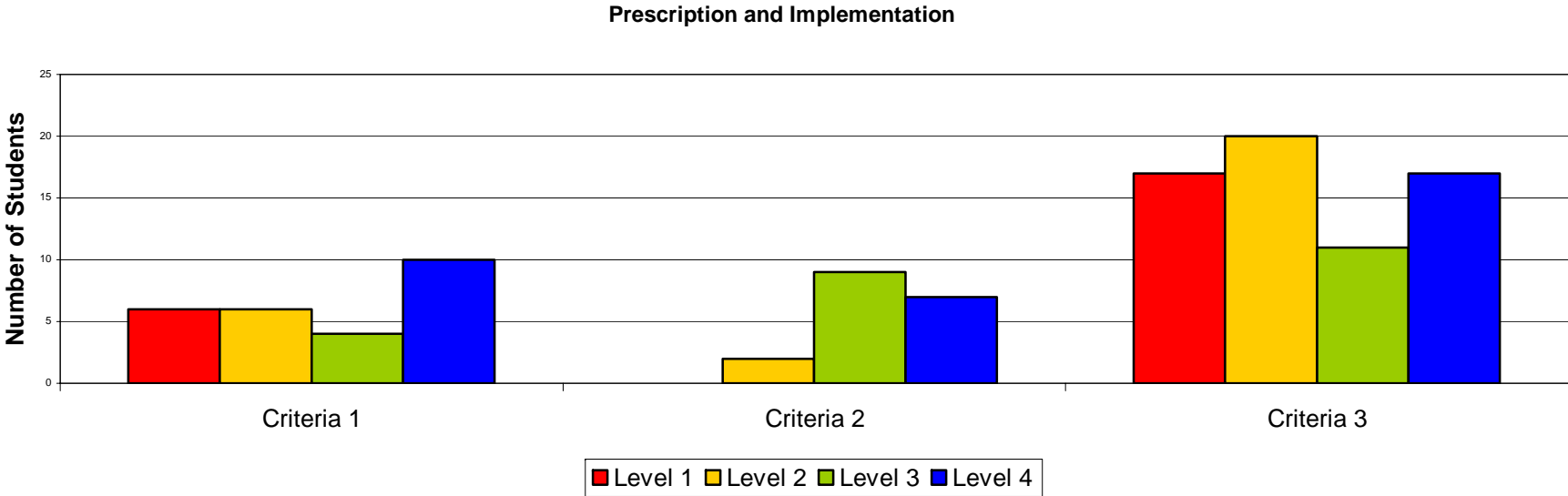
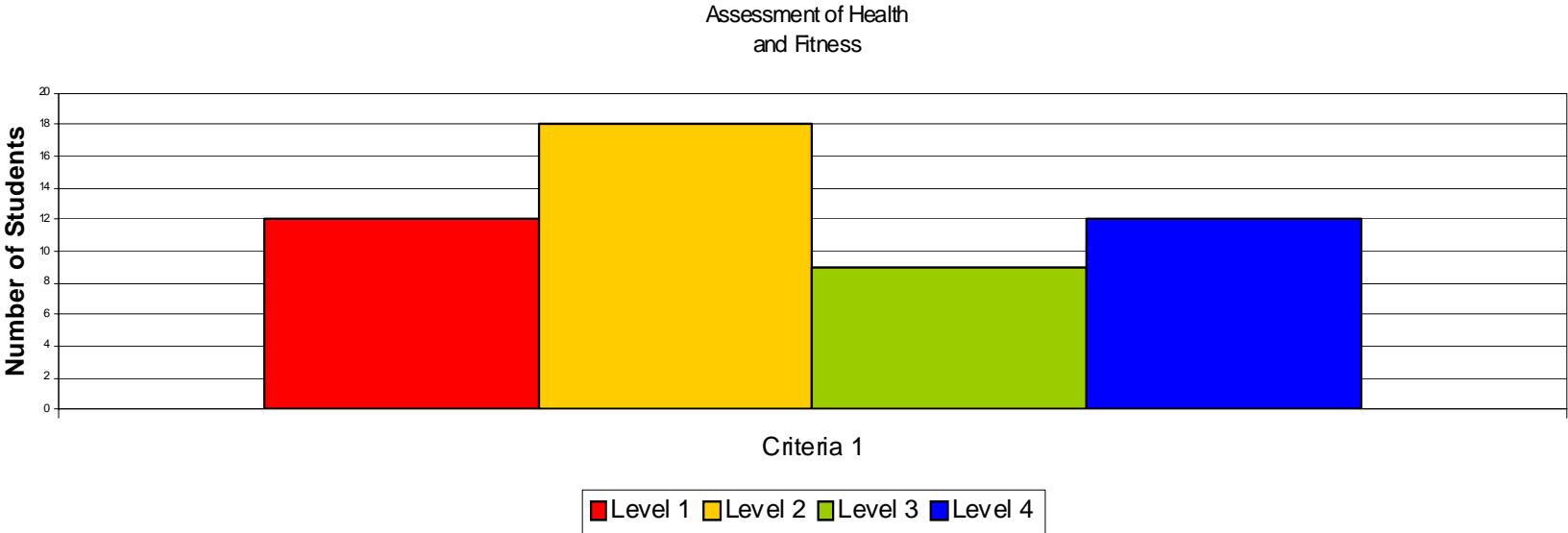
Core Competency Rubrics (if modified):

Not applicable.

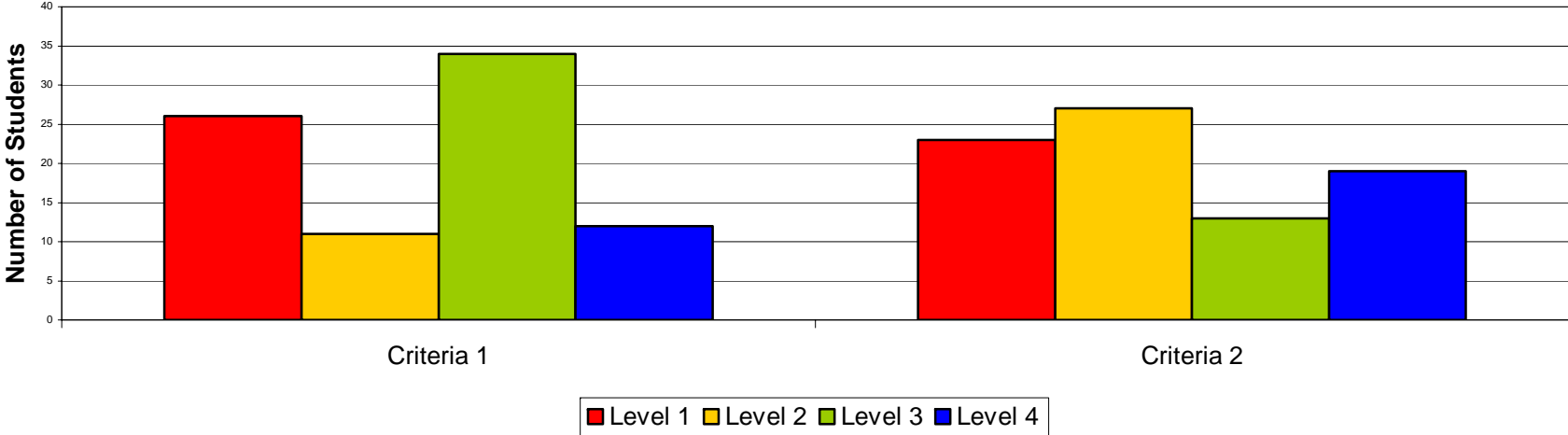
Additional assessment results:

Not applicable.

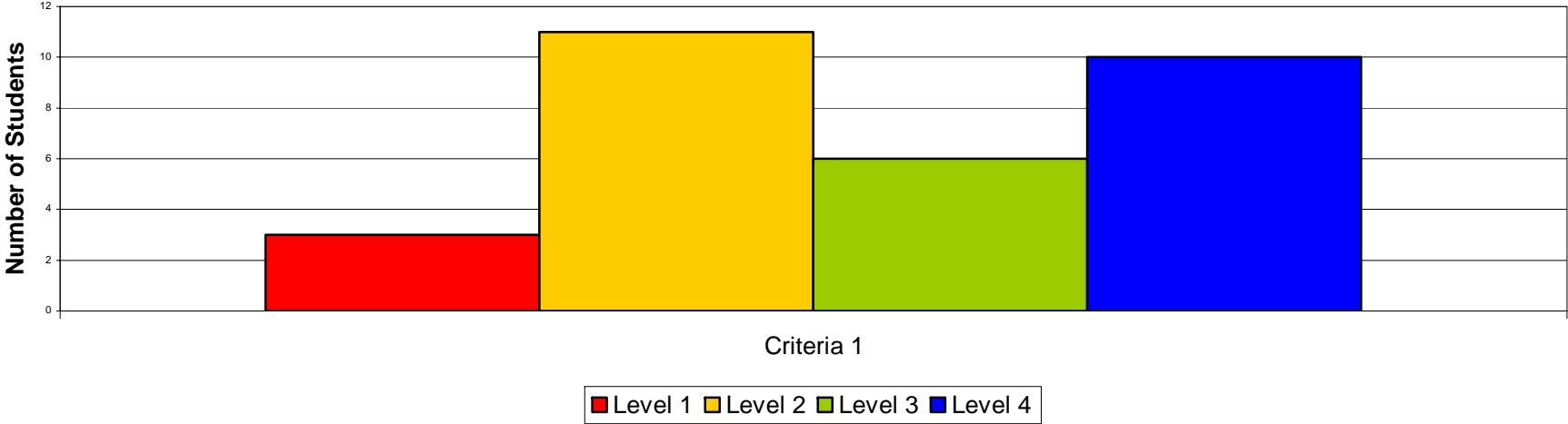
Histograms of Exit Competency Results:



**National Certification Readiness**

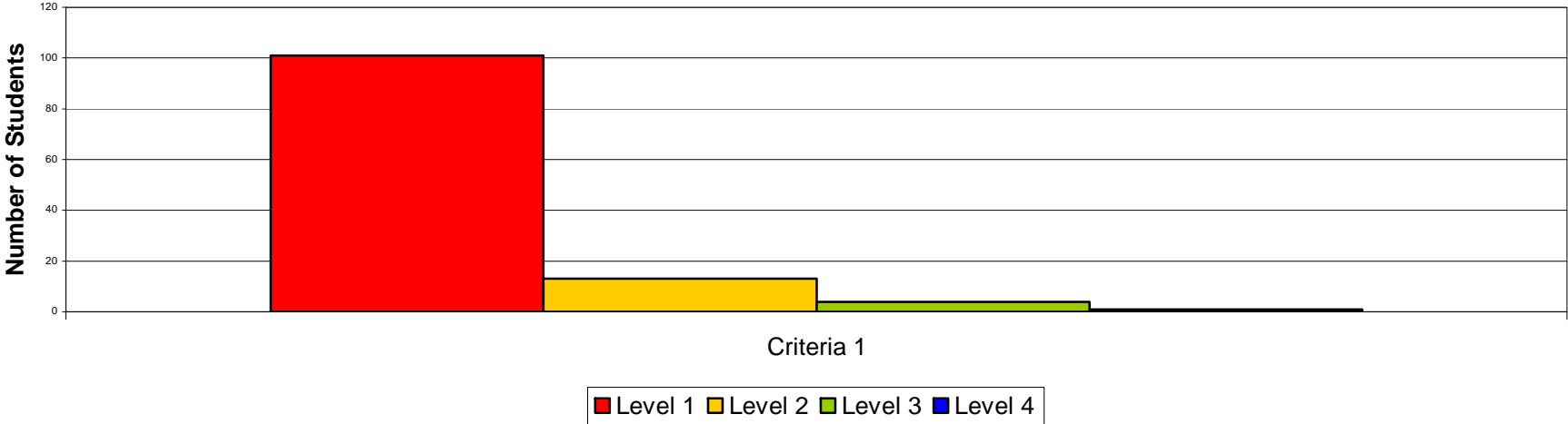


**Business Plan**



SAAC STANDARDIZED REPORT FORM

Appropriate Work-Related Behaviors



**Histograms of Core Competency Results:**

Not applicable.